

EXHIBIT 1761

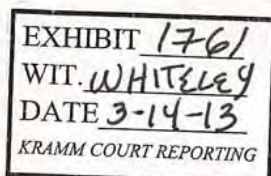
to the Declaration of
Lisa J. Cisneros in Support of
Plaintiffs' Opposition Briefs

REDACTED VERSION

DOCUMENT

PLACEHOLDER

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INTUIT_049796
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1761.1

Leveraging Compensation & Recognition to Reward Performance

Tools, Resources and Processes

Key Components of Intuits Total Rewards Portfolio

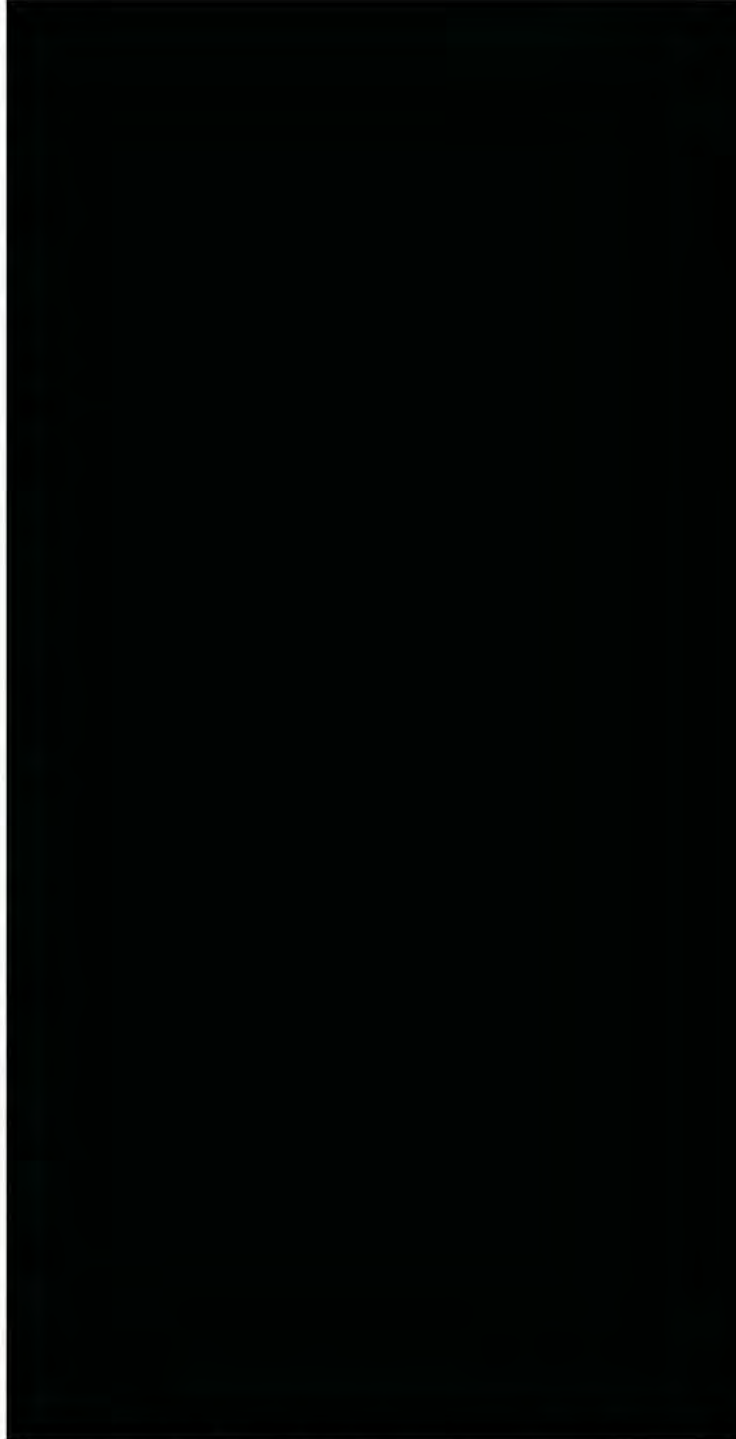
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What's Important?

Big Y: Deliver "True North" ... best we can be results for all 3 stakeholders in the current period while building the foundation for a stronger future



Engagement Model and Employee Outcomes

Sustained High Performance



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Business Case for Engaged Employees

[REDACTED]

[REDACTED]

[REDACTED]

Source: 2004 Intuit GPTW® survey, Corporate Leadership Council research



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What is "Total Rewards"

sustained high
performance

engage...

attract...

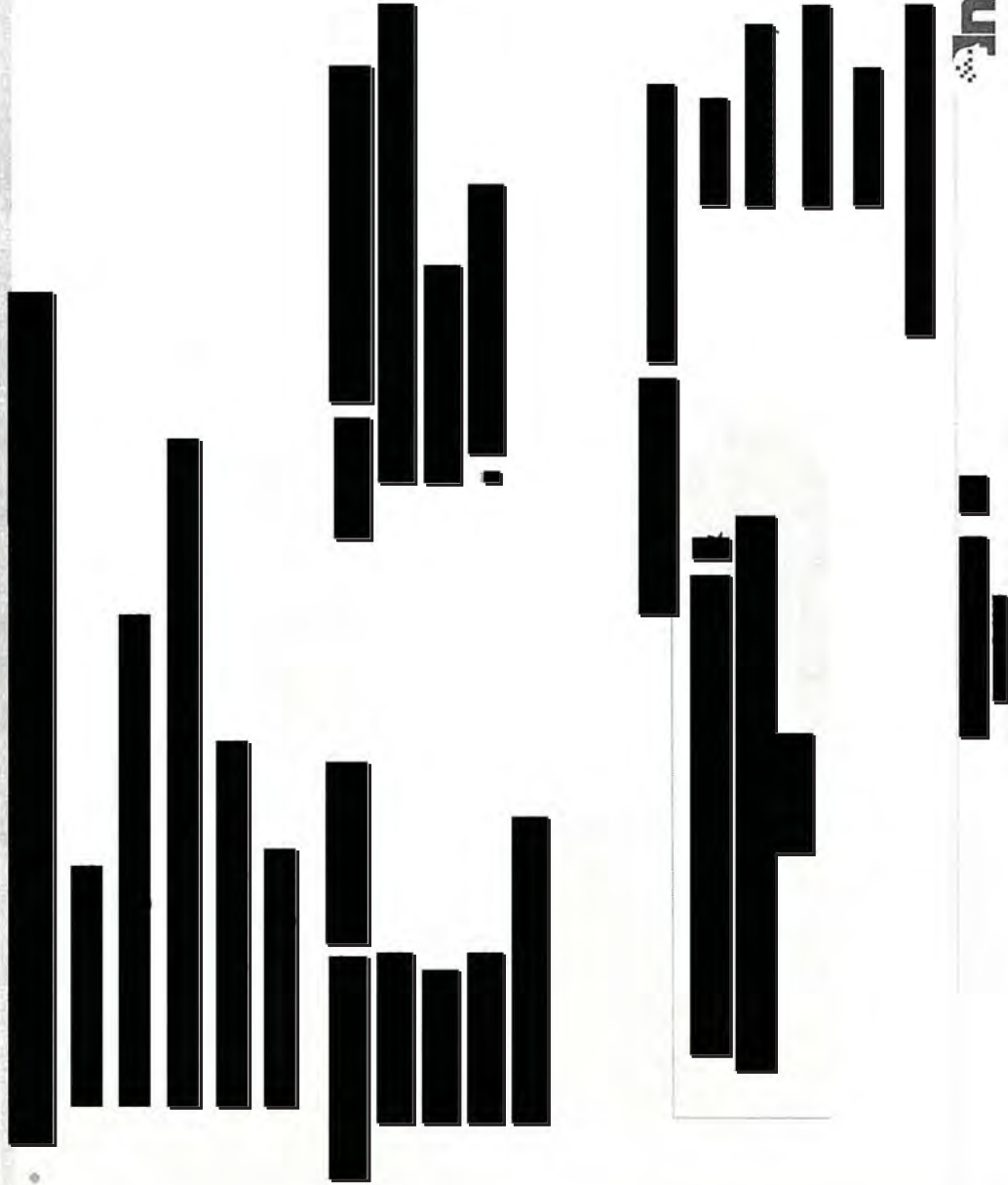
flexible rewards portfolio...



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Flexible rewards portfolio... attract... engage... sustained high performance



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Philosophy...Coauthored with our Board

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

You Set the Strategy



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Within This Framework...

Differentiating Performance for Results...
Differentiating Pay Decisions for Performance

**Objectives of Leading with
Performance Management...**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



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Balancing 3 Stakeholders



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The External View...Market Data, Economic Trends....



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Input: External Market Review

Microsoft Internet Explorer

Address: <https://www.quickbase.com/db/bapra7id?ac=QuickSearch&txt=PDFSearch&which=bapra7id>

Intuit QuickBase

Total Rewards Job Information Center

Total Rewards Job Information Center

Geographic Differential

Total Rewards Job Information Center

Search for "PDPS"

Add a New Intuit Job Code

3 Intuit job codes matched. *Some field contains

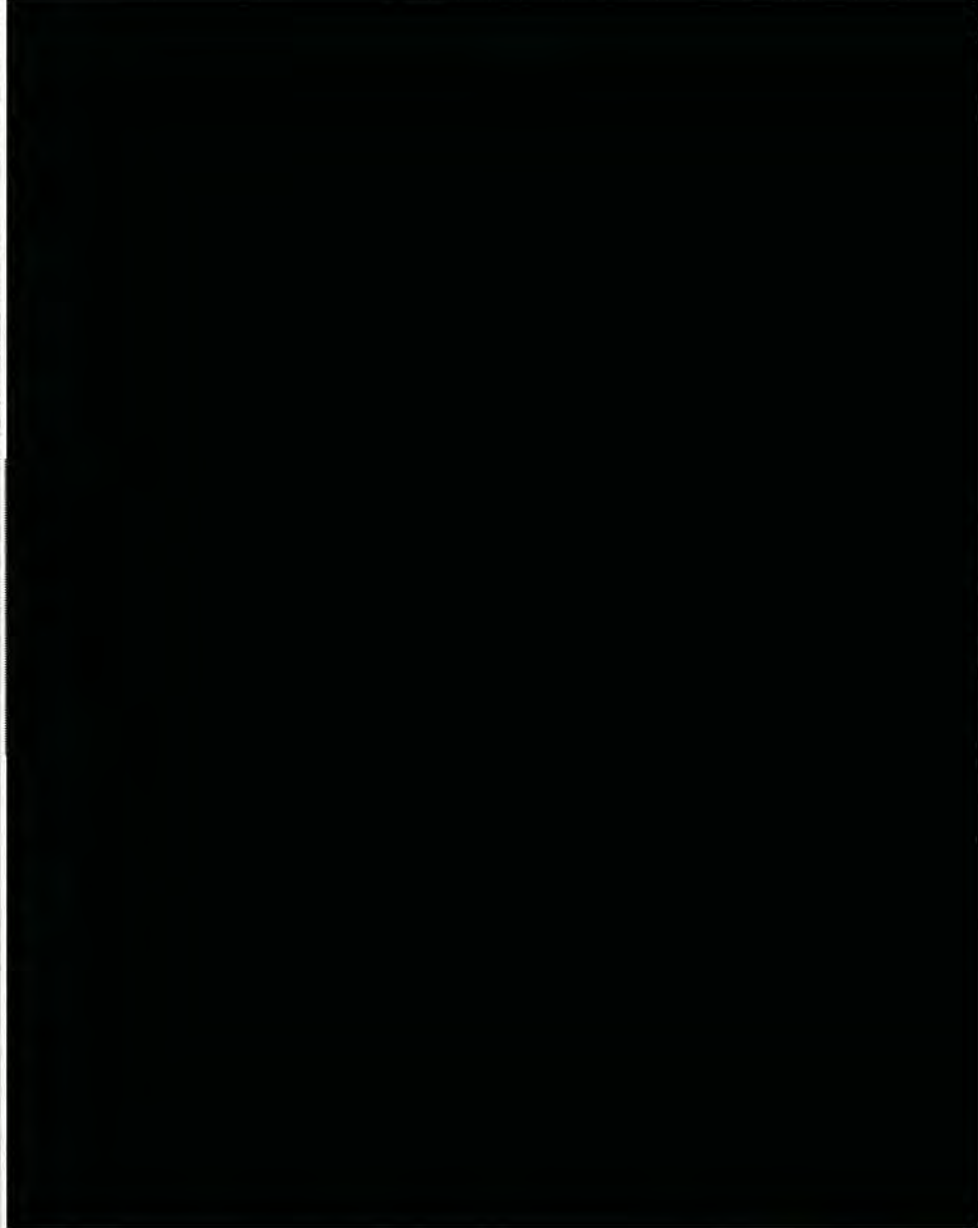
Now Linked, for Profiled Jobs, Through the Pay Decision Tool



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Using Market Reference Points



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The External View...Regulatory Environment "The Short List"

Category	18-24	25-34	35-44	45-54	55-64	65-74	75-84	85+
1. Not at all	10%	5%	3%	2%	1%	1%	1%	1%
2. Not very much	15%	10%	8%	7%	6%	5%	4%	3%
3. Somewhat	25%	20%	18%	15%	12%	10%	8%	6%
4. Fairly well	35%	30%	28%	25%	22%	20%	18%	15%
5. Very well	45%	50%	52%	55%	58%	60%	62%	65%
6. Not at all	10%	5%	3%	2%	1%	1%	1%	1%
7. Not very much	15%	10%	8%	7%	6%	5%	4%	3%
8. Somewhat	25%	20%	18%	15%	12%	10%	8%	6%
9. Fairly well	35%	30%	28%	25%	22%	20%	18%	15%
10. Very well	45%	50%	52%	55%	58%	60%	62%	65%



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Fair Labor Standards Act

- All employees are entitled to the protections of the Fair Labor Standards Act unless an employer can prove their exemption
- Common Myths About Exemptions

• [REDACTED]

• [REDACTED]

• [REDACTED]

• [REDACTED]

[REDACTED]

Fair Labor Standards Act (FLSA)

Background

- **Enacted in 1938 (amended 2004)**
- **Sets U.S. standards for minimum wage, overtime pay and child labor**
- **Addressed labor concerns of that era**
- **Exempts certain types of positions from Overtime payment requirements**
- **Enforced by the US Department of Labor DOL, Wage & Hour Division**
- **Compliance is our responsibility, regardless of opinions on relevancy in today's environment**
- **Non-compliance examples**
 - Incorrect classification of employees as exempt vs. non-exempt
 - Overtime payment calculation errors
 - Treating exempt employees as non-exempt (docking pay for doctor's appointments, etc.)

Consequences of Non-Compliance

-
- | Age Group | Percentage (%) |
|-----------|----------------|
| 18-29 | 85 |
| 30-49 | 65 |
| 50-69 | 60 |
| 70+ | 15 |
| Total | 60 |

The Internal View...

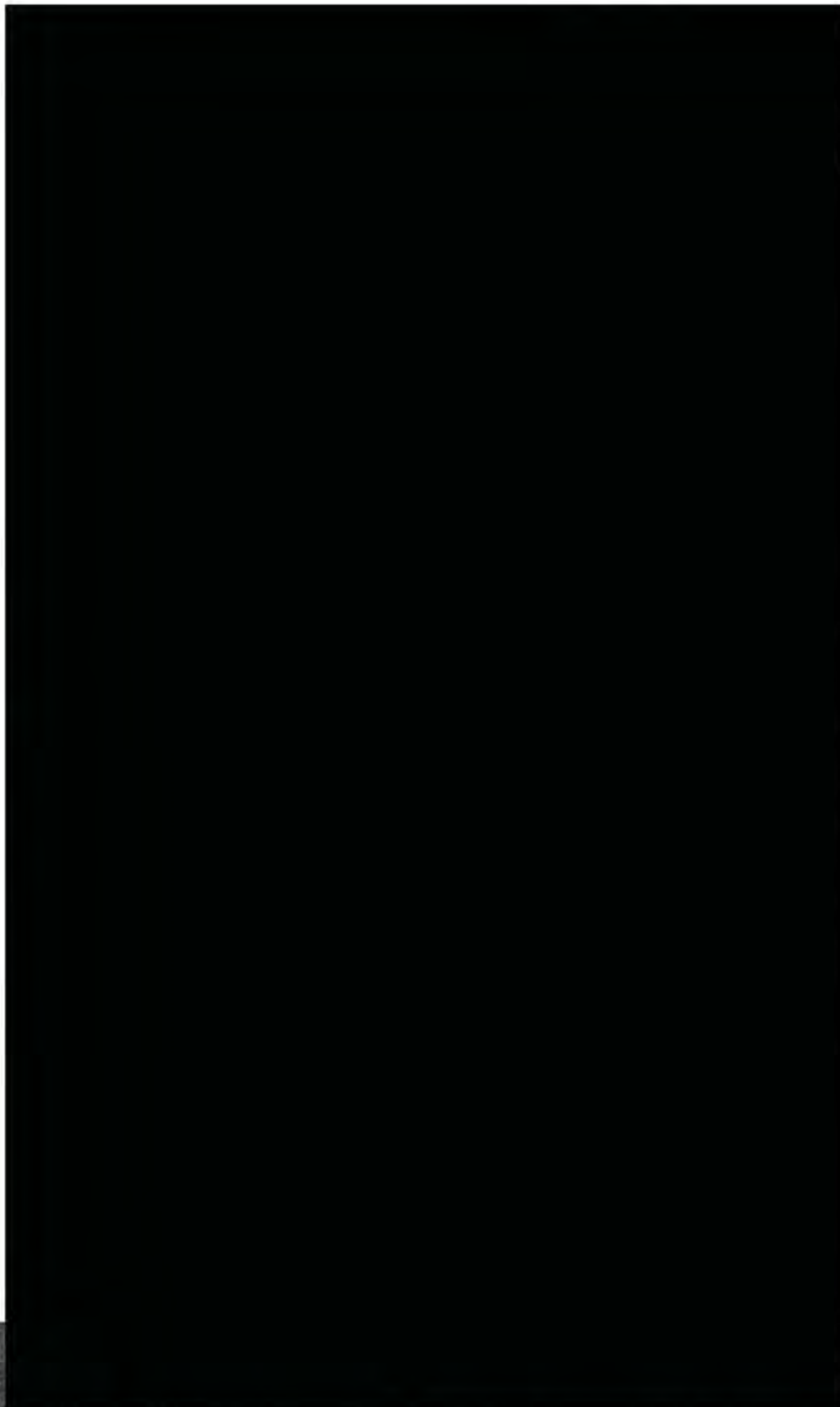
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Development Bands: Job Progression on a Career Track



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A Sample Application of Job Profiles

HIRING

PERFORMANCE & DEVELOPMENT

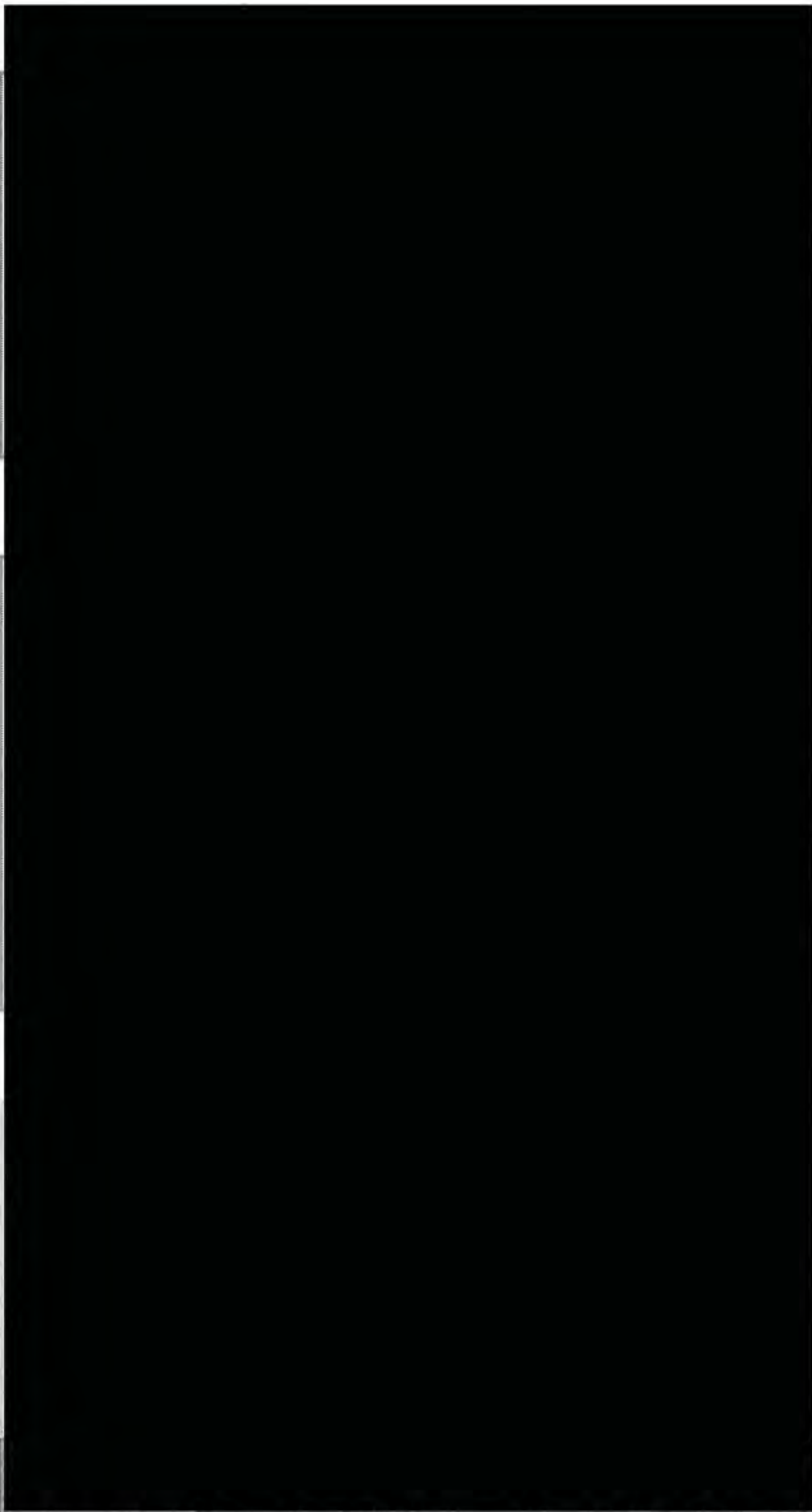
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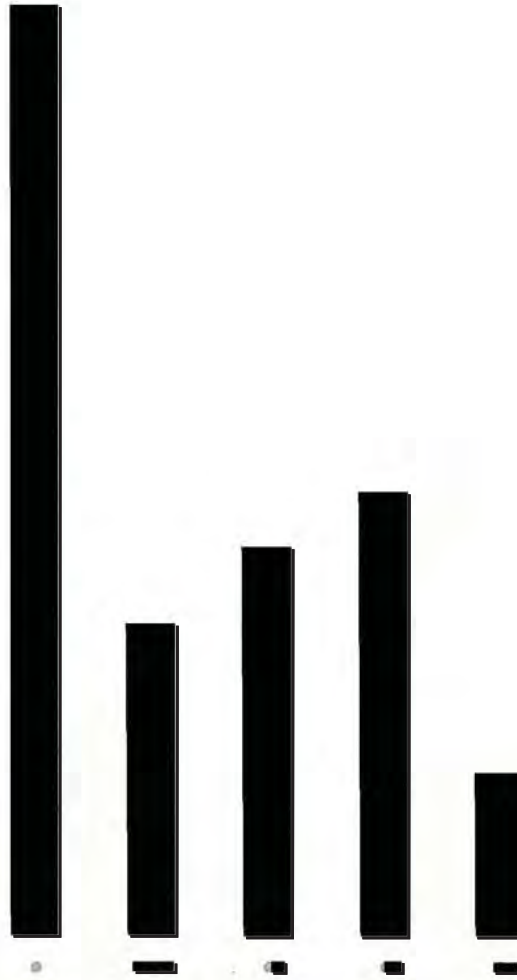
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How Intuit Makes Decisions About Jobs & Compensation



New Hire Offers

Where are your challenges...?

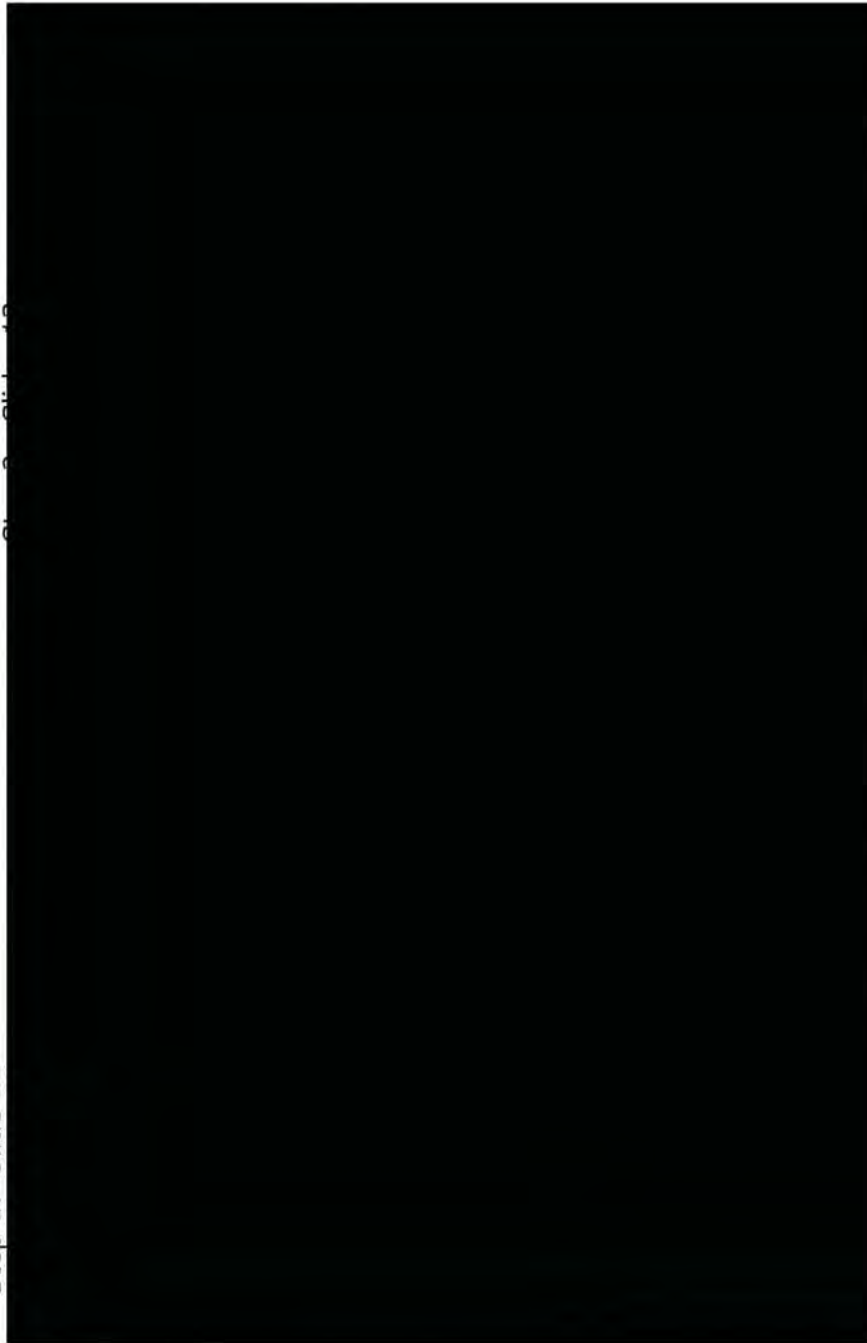


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Off-Cycle Promotions & Transfers

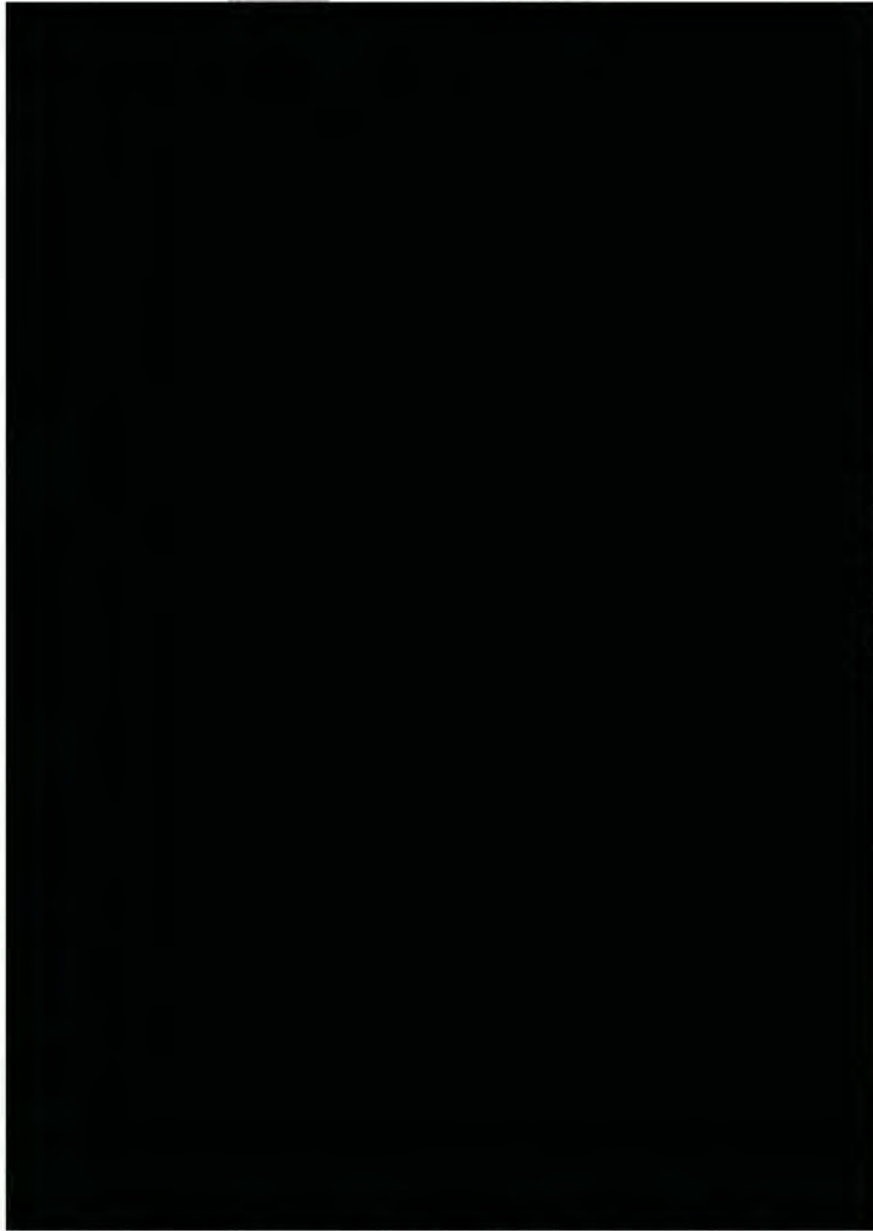
Step 1: Slide 21



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Focal Decision Process, FY 05...



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Budget Recommendations are Based On...

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

- Average Merit Budget = 3.7% (for those projecting merit increases)
- [REDACTED]
- Only 8% of companies reporting a pay freeze, down from 27% last year

[REDACTED]

- Unemployment at 5.2%, down from last year
- Moderate economic growth projected but inflation concerns
- Key uncertainties: Labor supply/demand and turnover

Edit View Favorites Tools Help
Back Forward Stop Search Favorites Media
https://test.globoforce.com/microsites/motivation/SSOEntryPoint

Search Web 25 blocked Options

Go Internet

Spotlighting Recognition....Check It Out....!

Spotlight
Intuit

choose language →



Welcome to Intuit's Spotlight recognition tool

Welcome Deborah Morley.

From here, you can:

- * Click on 'Send an Award' for program details and award options.
- * Select 'Redeem an Award' to check your awards balance, explore the many shopping opportunities, and track an existing order.

Please note that the Power User button is for our program administrators.

Go ahead and choose one of the options below to get started!

redeem an award >

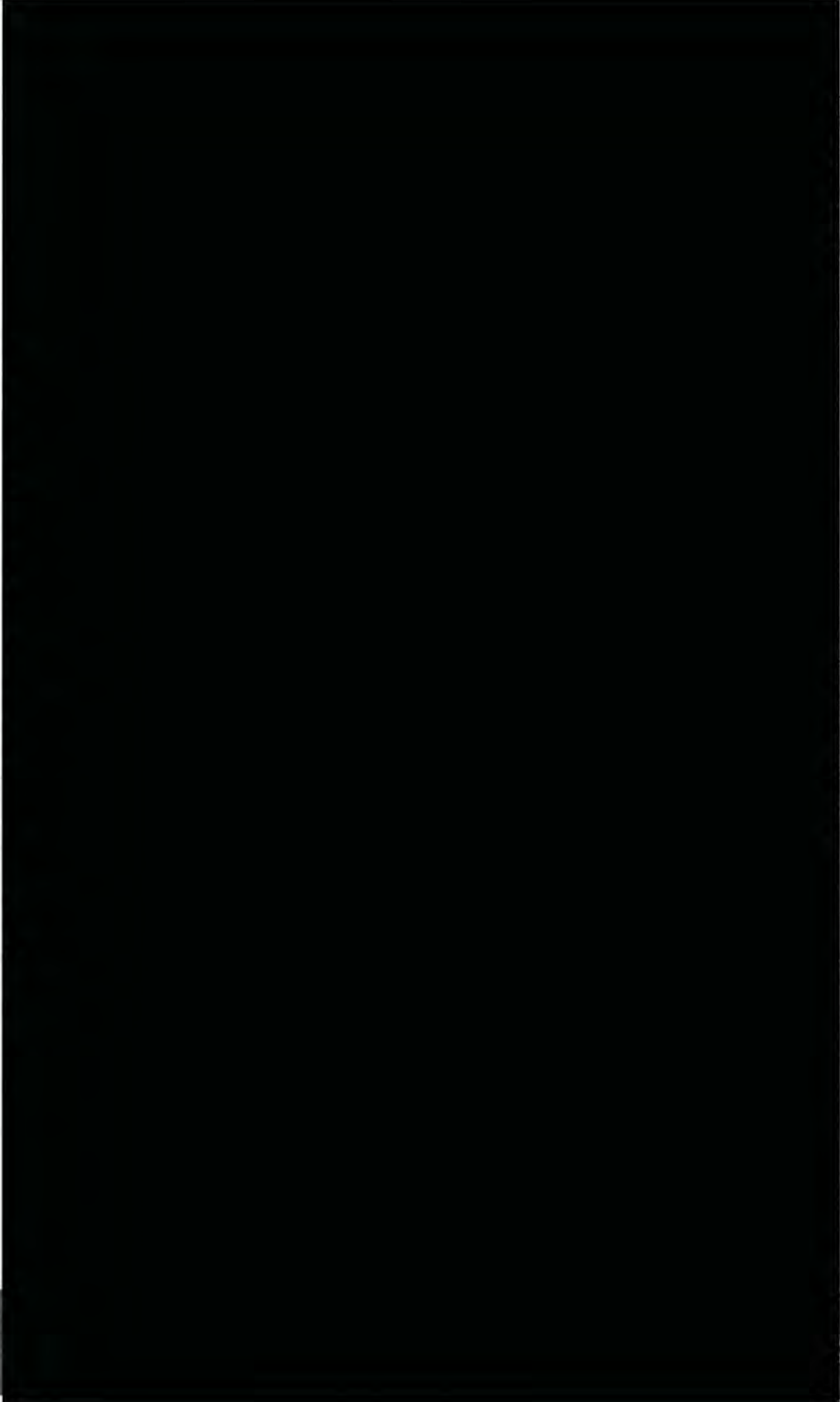
send an award >

power user site >

http://icentralprdpub.bos.intuit.com/cz/topic_pages/employee_recognition/global/login.htm

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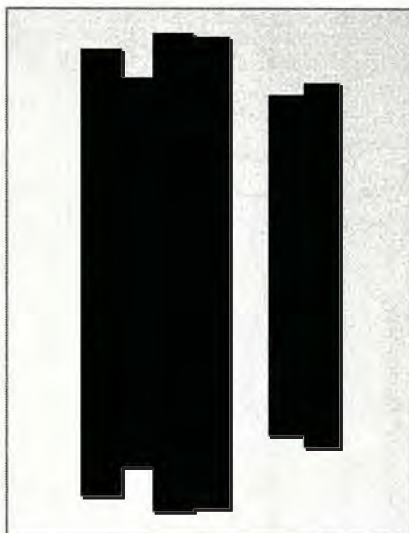
Pay Decision Guidelines...



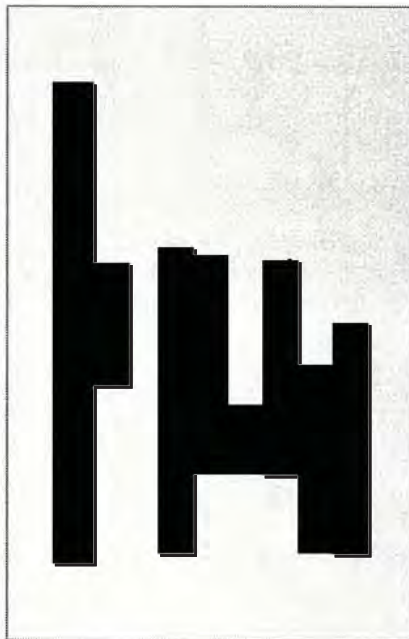
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FY 05 – IPI Award Considerations

Executing on the Day to Day



Adding Value to Improve the Future

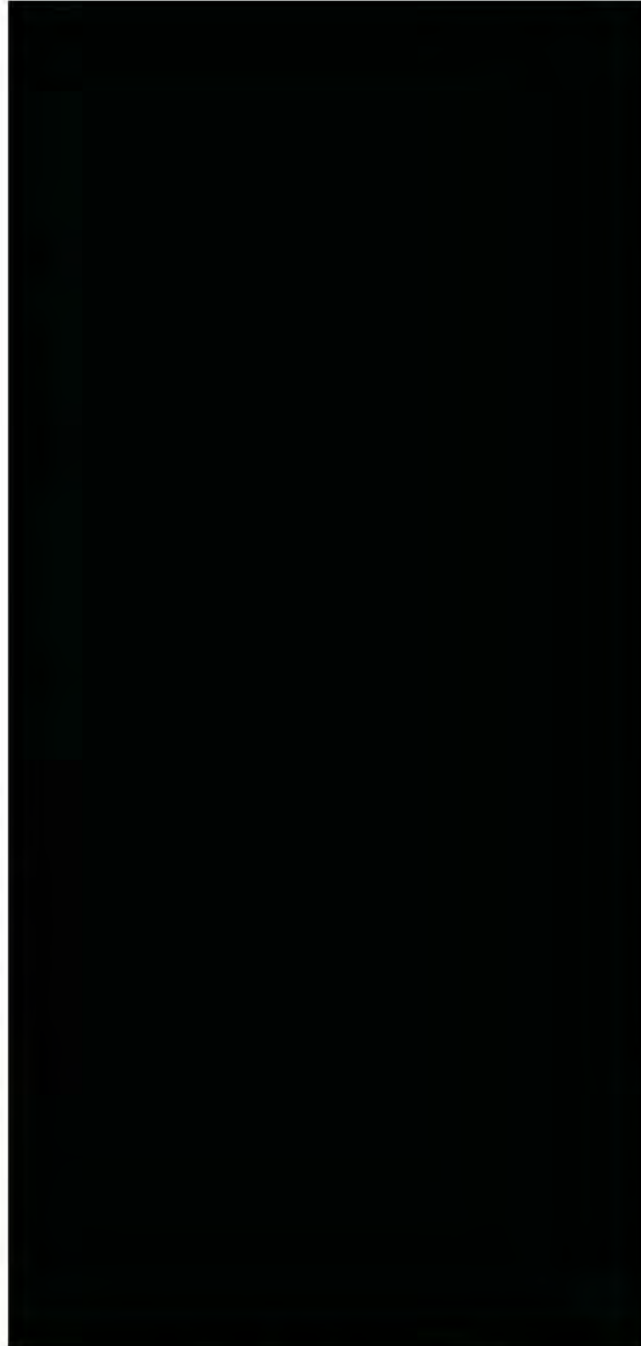


How much of each varies by job & business need
Is allocation of time and resources right?



Making Stock Option Decisions

Two Key Criteria



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Y1 Build a High Performance and GPTW

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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Questions?

■ Process, Tools, Benefits question? – Call AccessHR in Tucson at 1-3333

■ Performance management question? – See your HRBP

■ Pay-for-performance question? – Contact your local HR or the compensation team

■ *Stock Options – Your HR Leader or the Compensation Team*



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